



Office of Diversity, Equity & Inclusion

Director

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State Equal Employment Specialist

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ODEI NUGGET

Psychological Harassment

- This is repeated, unwanted conduct that compromises a person's psychological or emotional well-being and integrity.
- This harassment can relate to workplace violence, sexual harassment, and/or discriminatory harassment.
- Examples of psychological harassment include swearing, intimidation, shouting, threatening, blaming without justification, and excluding.

EEO

FEDERAL EMPLOYEE

- Once a complaint of discrimination has been filed, an Equal Employment Opportunity (EEO) representative or counselor will offer the employee(s) and employer an opportunity to discuss the issue with a neutral mediator present.
- Mediation is a form of alternative dispute resolution (ADR) that is offered by the Equal Employment Opportunity Commission (EEOC). In an informal and confidential way for employees and employers involved in EEO conflicts to resolve disputes. With the help of a trained, neutral mediator, mediation gives the conflicting parties the opportunity to discuss the issues raised in a charge, clear up misunderstandings, determine underlying interests or concerns, find areas of agreement and, ultimately, incorporate those areas of agreement into solutions.

Source: EEOC

EO

MILITARY MEMBER

- Once an equal opportunity complaint has been filed, at any point during the investigation, an Alternative Dispute Resolution (ADR) can be performed.
- It is the National Guard policy to encourage voluntary use of ADR and other collaborative dispute-resolution processes to the maximum extent practical and appropriate to resolve disputes/complaints at the earliest stage feasible.
- The process of mediation works the same way as with EEO. ODEI will coordinate with NGB to identify a qualified mediator, then schedule a meeting between all parties on a designated date and time.

Source: CNGBI 9600.01

Our office is in search of an employee who would like to come on as a Temporary Technician to serve as a State Equal Employment Assistant. Duties include supporting the Affirmative Employment Program, Special Emphasis Programs, Complaints Processing Program, Alternative Dispute Resolution Program, and the EEO Training Program. If you or anyone you know is interested, please reach out to 1LT Briana Yancey at 803-299-

5390 or briana.m.yancey.mil@mail.mil.

LGBTQ Special Emphasis Program Manager



SFC Natalie Couch

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Pursuant to 29 CFR § 1614.102 (Agency program), The SCNG maintains a continuing affirmative action program to promote equal opportunity, diversity and inclusion and to identify and eliminate discriminatory practices and policies. In support of these programs and the ODEI's mission, the SCNG has seven Special Emphasis Programs; People With Disabilities Program, Federal Women's Program, Hispanic Employment Program, African American/Black Employment Program, and Asian American/Pacific Islander Employment Program, Native American/Alaskan Native Employment Program, and The LGBTQ Employment Program. The programs are managed by appointed Special Emphasis Program Managers (SEPM) and overseen by an appointed Special Emphasis Programs Director.

Special Emphasis Programs are implemented in the workplace environment to promote and foster diversity in the SCNG through awareness and education. The SEPMs ensure the development and maintenance of each program and serve as a liaison and advocate for each group, celebrate diversity with the agency, educate the SCNG to unique cultural characteristics among groups, assist with the State's Equal Employment Opportunity programs and serve as extended support to the SCNG ODEI. To get involved contact State Equal Employment Specialist, the Special Emphasis Program Managers, or the Office of Diversity, Equity, and Inclusion (ODEI).

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The uprising at the Stonewall Inn in June, 1969, sparked a liberation movement — a call to action that continues to inspire us to live up to our Nation's promise of equality, liberty, and justice for all. Pride is a time to recall the trials the Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ+) community has endured and to rejoice in the triumphs of trailblazing individuals who have bravely fought — and continue to fight — for full equality. Pride is both a jubilant communal celebration of visibility and a personal celebration of self-worth and dignity. This Pride Month, we recognize the valuable contributions of LGBTQ+ individuals across America, and we reaffirm our commitment to standing in solidarity with LGBTQ+ Americans in their ongoing struggle against discrimination and injustice.

SERVICE

DIGNITY

RESPECT

PRIDE IN ALL WHO SERVE

PRIDE MONTH • JUNE

